

265-9.13

RESOLUTION #

**RESOLUTION AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE TOWNSHIP OF NORTH BRUNSWICK AND FIREMEN'S
MUTUAL BENEVOLENT ASSOCIATION (FMBA), LOCAL 71**

WHEREAS, the Township of North Brunswick has previously recognized the bargaining unit know as the Firemen's Mutual Benevolent Association (hereinafter "FMBA"), Local 71 for certain employees of the Township; and

WHEREAS, the existing agreement between the Township and FMBA LOCAL 71 expired on December 31, 2012; and

WHEREAS, the Township of North Brunswick and FMBA LOCAL 71 have agreed to terms and conditions for a collective bargaining agreement between the parties effective January 1, 2013 through December 31, 2015; and

WHEREAS, the Business Administrator has reviewed the proposed terms and conditions for this collective bargaining agreement and recommends the execution of the Agreement;

NOW, THEREFORE BE IT RESOLVED on this 16th day of September 2013, the Township Council of the Township of North Brunswick hereby authorizes the Mayor and Clerk to execute a new collective bargaining agreement between the Township and the Firemen's Mutual Benevolent Association (FMBA), Local 71 for the term commencing January 1, 2013 through December 31, 2015.

BE IT FURTHER RESOLVED a copy of this Resolution along with the Executed Agreement will be forwarded to Firemen's Mutual Benevolent Association (FMBA), Local 71.

Kala Srinanganathan
Chief Financial Officer

Robert Lombard
Business Administrator

Ronald Gordon, Esq.
Township Attorney
Approved as to legal form

ROLL CALL:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
NARRA				
NICOLA				
ANDREWS				
CORBIN				
SOCIO				
DAVIS				
WOMACK				

I hereby certify that the above Resolution was duly adopted by the Township Council of the Township of North Brunswick, County of Middlesex, at its meeting held on 16th day of September 2013.

Lisa Russo, Township Clerk

Township of North Brunswick
710 Hermann Road
North Brunswick, NJ 08902

Memorandum

DATE: September 11, 2013

TO: Donald Salzmann, Delegate
Daryle Masters, Secretary

FROM: Robert Lombard, Business Administrator

CC: Francis Mac Womack III, Mayor
Louis Rainone, Esq. - Labor Attorney
Ronald Gordon, Esq. - Township Attorney
Michael C. Hritz, Director - Community Development
Sonia Brown - Personnel Officer

SUBJ: **FMBA Local 71 – Memorandum of Agreement (revision #1)**

I have revised the Township's proposal as discussed in our meeting on July 31, 2013 and September 10, 2013 and have prepared this Memorandum of Agreement (revision #1) between the Township and FMBA Local 71 for a new Agreement. If you have any clarification or objection, please let me know. If acceptable in this form, please let me know and sign where noted at the end of this document. Execution of this document signifies that these terms will be presented to the Union membership for a vote and to the Township Council for their consideration.

1) Article V - Wages and Other Compensation – amend as follows:

- a) **Amend paragraphs to read:** "Wages: For all current employees who were employed in covered positions on the effective date of each year's increase the following wage increases shall be added to their current base pay:

<u>Year</u>	<u>Cost of Living Increase</u>	<u>Performance Pay Increase</u>
1/1/2013	2.0%	2.0%
1/1/2014	1.75%	2.0 %
1/1/2015	1.75%	2.0%

- b) **Amend paragraph 4 to read:** The Township will provide each member's initial work uniform and will replace any part of a uniform, if damaged while on the job. The Township will provide a uniform maintenance allowance to be paid for maintenance of uniforms and replacement of uniforms due to normal wear and tear. For 2013, the

allowance is \$950.00, for 2014 the allowance will be \$975.00, and for 2015 the allowance will be \$1,000.00, and will be paid by April 1 of each year.

2) Article VI - Hospitalization and Other Benefits – amend as follows:

- a) Pursuant to Section 79, Chapter 78, Laws of 2011. the provisions of this law requiring employee contribution toward health care costs while an active employee and in retirement, if retirement health benefits are paid, will govern as if the provisions the pertinent section of Chapter 78 are part of this Agreement.

3) Article VII – Longevity – amend as follows:

- 4) Amend paragraph 1 to read:** In addition to wages, effective January 1, 2013, any employee of the Union as of December 31, 2012 shall receive longevity payment in accordance with the following schedule:

Five (5) Years	\$400.00
Ten (10) Years	\$800.00
Fifteen (15) Years	\$1,200.00
Twenty (20) Years	\$1,600.00
Twenty five (25) Years	\$2,000.00

Employees hired after December 31, 2012, shall receive longevity payment in accordance with the following schedule:

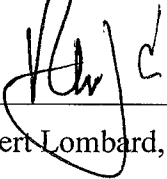
Five (5) Years	\$200.00
Ten (10) Years	\$400.00
Fifteen (15) Years	\$600.00
Twenty (20) Years	\$800.00
Twenty five (25) Years	\$1,000.00

5) Article XXXIV - Duration - amend as follows:

- a) Contract Duration: Three years covering January 1, 2013 through December 31, 2015.

The Parties place their signature below to reflect their Agreement with the proposed changes for a new Collective Bargaining Agreement.

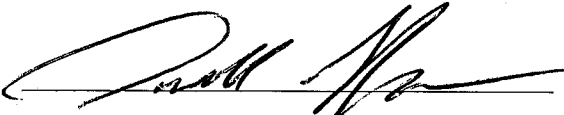
For the Township:



Robert Lombard, Business Administrator

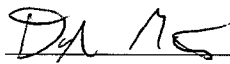
9/12/13
Date

For FMBA Local 71:



Donald Salzmann, Delegate

9/12/13
Date



Daryle Masters, Secretary

9/12/13
Date